

Cardo Systems Ltd. – declaration of compliance Human rights policy

Cardo systems ltd. abides by local laws and regulations in all countries and regions where it operates and is committed to ensuring the protection of human rights in its operations, supply chains, and products and to comply with internationally recognized human rights standards.

Cardo is committed to making reasonable efforts to avoid causing or contributing to adverse human rights impacts that may arise from its operations, products, services and/or business relationships and will act diligently to help remediate any impacts that may occur.

Cardo also requires its suppliers to follow these principles and conduct due diligence to ensure they comply with Cardo's Human Trafficking and Slavery policies and requirements.

Cardo strives to continually monitor and take necessary measures to mitigate identified potential human rights risks and to seek an even more comprehensive approach to human rights risks corresponding with the UNGP, OECD Guidelines for Multinational Enterprises and stakeholder expectations.

For more information, please refer to the following resources:

- Sustainability Report 2021
- Cardo Systems Code of Conduct

At <https://www.cardosystems.com/esg/>

A handwritten signature in blue ink, appearing to read "A. Lumbroso".

Alon Lumbroso
CEO